



Strategic Equality Plan 2024-2028

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Prifysgol Wrecsam
Wrexham University

1. Introduction

Wrexham University (WU) is one of the youngest University's within the UK, however we have a long history of delivering education to our community.

Our mission is to inspire and enable through higher education, research and engagement; working together with our students, staff and partners.

Our activity is underpinned by our core values:

Accessible
Supportive
Innovative
Ambitious

Our mission and values find expression in the vision for our four strategy domains: teaching that inspires, research that transforms, engagement that enables and structure that sustains.

This plan covers the period from April 2024 to March 2028 and sets out our commitment to supporting the promotion of equality, diversity and inclusion within our practices; establishing a culture and environment free from discrimination.



Our University is currently looking towards our future in the midst of a programme, entitled Campus 2025, developing and enhancing our campuses, ensuring our students have the best facilities and learning environment.

We recognise the importance of ensuring that equality is at the heart of everything we do and we are committed to ensuring it is a key driver threading throughout our policy, process and procedures.

Our Strategic Equality Plan includes our commitment to making improvements for Our People, Our Environment and Our Community; improving the learning and working environment, providing safe and inclusive campuses; working towards improving our diversity and enabling our university and local community to fulfil their potential.

Our people have multiple identities and have diverse individual needs; bringing together unique experiences and perspectives which bring value and positive change to our community. Intersectionality has become an increasing consideration for us and will continue to be a key focus over the coming years ensuring that we view our practices through an intersectional lens.

As a requirement of the Equality Act 2010 we have a duty to set out our objectives; this plan provides an overarching framework for advancing equality diversity and inclusion for the benefit of our students, staff and community. Our plan brings together and builds upon a number of delivery plans for specific strands of equality; aiming to develop an holistic approach that covers all of the protected characteristics named within the Equality Act 2010.

2. Equality, Diversity and Inclusion Statement

Our University is committed to supporting, developing and promoting equality, diversity and inclusion within its practices and activities, establishing an inclusive culture and environment where staff, students and visitors feel confident to be themselves.

We recognise the real educational and business benefits of having a diverse community of staff and students who value one another, recognising that the institution is enhanced by a range of backgrounds, beliefs and cultures, working to achieve our mission.

We are committed to providing a learning and working environment in which the rights and dignity of our staff and student population are respected; an environment that is free from discrimination, prejudice, intimidation and all forms of harassment and bullying.

We focus on inclusion to ensure equality of opportunity for our people; demonstrating our commitment to Equality, Diversity and Inclusion, which is reflected in our values:

Accessible - in the learning we provide for our students, staff and community; being pro-active in promoting the value of higher education. This is grounded in a dedication to be inclusive and fair in how we provide our services.

- Creating a community that welcomes students, staff and visitors from all backgrounds, placing them at the heart of what we do, treating them with dignity and respect and providing equality of access at all times

Supportive - of our learners and staff, as well as the region, helping all to gain confidence and achieve their potential.

- Working closely with our community to support growth and enhance student outcomes in an agile and responsive manner dependent on individual needs

Innovative - in our delivery and management of academic provision and professional services and in our relationships with partners.

- Working in partnership with all who come into contact with the University, drawing on their creativity to create an inclusive curriculum and learning environment to fully support all needs

Ambitious - in what we seek to deliver for our students, staff and partners; recognising there is no limit to learning and knowledge.

- Building mutually beneficial relationships with partner universities and further education colleges to meet regional needs in order to support our future growth; in particular in relation to equality, diversity and inclusion.

We are committed to enabling all individuals to benefit from higher education regardless of their personal characteristics of age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), gender, gender reassignment (gender identity/expression) and sexual orientation.

Whilst the Board of Governors has formal responsibility for compliance with equality legislation, our plan engages all staff and students in a collective responsibility to promote equality, diversity and inclusion within our University. This involves considering the individual needs of every student, staff member and visitor.



3. Equality Act (2010) and the Public Sector Equality Duty

Under the Equality Act (2010) and the Public Sector Equality Duty (PSED), we are required to demonstrate due regard to:

- Eliminating unlawful discrimination, harassment and victimisation;
- Advancing equality of opportunity between those who share protected characteristics and those who do not;
- Fostering good relations between those who share protected characteristics and those who do not

The duty covers the following protected characteristics:

- age
- disability
- gender
- gender reassignment
- pregnancy and maternity
- race
- religion or belief (including lack of belief)
- sexual orientation
- marriage and civil partnership (in relation to the requirement to eliminate discrimination)

Welsh Language Standards

Although being a Welsh speaker is not protected under the Equality Act 2010, we recognise that we have specific responsibility for the Welsh Language and culture and we are committed to the Welsh Language Standards, with the Welsh Medium Academic Strategy and Action Plan in place to promote and facilitate the use of the Welsh Language.

4. Consultation

By:

- Student Questionnaire
- Staff Questionnaire
- Benchmarking Data (census/internal/external)
- Staff Focus Groups
- Student Focus Groups
- Equality Diversity & Inclusion Action Group
- Accessibility & Inclusion Group
- Race Equality Group
- LGBTQ+ Staff Network



Additional information that has supported our Strategic Equality Plan included (but not limited to):

- Equality and Human Rights Reports and Updates
- Wellbeing of Future Generations “Wales” Act 2015
- Advance HE Reports and Updates
- Welsh Government Reports and Strategic Equality Plan
- HEFCW Reports/Guidance and Strategic Equality Plan
- Anti-Racist Wales Action Plan
- UUK’s Tackling Racial Harassment in Higher Education: recommendations
- UUK’s Changing the Culture: our work on tackling harassment update 2023
- Welsh Governments Violence against Women, Domestic Abuse and Sexual Violence Strategy 2022-2026
- LGBTQ+ Action Plan for Wales
- Internal Strategies

5. Delivering our Equality Objectives

A supporting Equality, Diversity and Inclusion Action Plan, linked to our Strategic Equality Plan has been developed detailing how we will embed equality, diversity and inclusion into our activities, policies, procedures and processes.

Updated annually, the action plan will be reviewed and monitored by the Equality & Diversity Action Group, with an annual report sharing progress towards achievement reported to the University's People and Culture Committee and appropriate committees.

Our University has a range of policies, strategies and practices that align with and detail how we strive to make equality of opportunity a reality:

- WU Vision & Strategy
- Strategic Equality Action Plan
- Equality Impact Assessment Process
- Mental Health & Wellbeing Strategy
- Equality, Diversity and Inclusion training and awareness programme
- Strategy for Supporting Student Learning and Achievement
- Fee and Access Plan
- People Strategy
- Relevant policies

We will also utilise a number of external frameworks to support the achievement of our objectives:

- Stonewall Workplace Equality Index
- Disability Confident Employer Framework
- Advance HE's Race Equality Charter
- Time to Change Pledged Employer Framework
- Rare Aware Charter
- White Ribbon Pledged Employer Framework
- Wellbeing of Future Generations "Wales" Act 2015

6. Strategic Equality Objectives 2024-2028

This Strategic Equality Plan is aligned to the strategic direction of our University and supporting strategies; informed by consultation as set out in Section 4. The Plan is a working document and will be reviewed on an annual basis. This approach will enable us to fulfil our existing commitments whilst effectively addressing evolving priorities.

Our key objectives will focus on our People, Environment and Community. To deliver on our commitment to equality, diversity and inclusion and to meet our legal duties. We have identified three core overarching objectives, with each objective being underpinned by more detailed pertinent objectives.

1. Our People - Foster an inclusive learning and working environment that nurtures a culture that supports both our staff and students; embracing diversity and championing a sense of belonging, ensuring equitable opportunities for our people.

We will achieve this by:

- Enhancing the mental health and wellbeing of our students and staff by implementing targeted initiatives, working collaboratively with the Mental Health & Wellbeing Working Group to ensure achievement of actions set out within the Mental Health & Wellbeing Strategy.
- Ensuring admissions, recruitment and progression processes are fair and transparent for all staff and students, removing barriers to support people with diverse needs.

- Examining and refining interventions to improve both academic achievement and retention rates amongst students.
- Monitoring the achievement of actions set out within key supporting University action plans and strategies, including the WU Race Equality Action Plan, LGBTQ+ Action Plan, White Ribbon Action Plan, Disability Confident Action Plan, Supporting Student Learning and Achievement Strategy, Fee and Access Plan and Welsh Medium Academic Strategy and Action Plan.
- Championing the elimination of Gendered Violence, Domestic Abuse and Sexual Violence, by promoting awareness around positive masculinity, healthy relationships and conversations, reviewing relevant policies, offering support directly or via signposting; cultivating an environment where students and staff feels safe and respected.
- Enhancing processes to nurture an inclusive environment for staff and students, embracing an intersectional approach; actively promoting awareness and understanding, fostering an inclusive campus community.

- Increasing staff numbers of underrepresented groups by employing positive action within recruitment practice. To include an internal review of inequalities within the representation of boards and committees, sourcing a range of voices who represent our community.
- Implementing targeted strategies aimed at reducing and eliminating pay gaps within our University, ensuring fair compensation for all employees regardless of their protected characteristics.
- Exploring opportunities to reduce the stigma associated with the sharing of personal information, aiming to boost participation rates that will contribute to continuous improvements; enabling the integration of more refined responses, particularly in relation to intersectionality.

2. Our Environment - Promote an inclusive and equitable environment for our students, staff and visitors by ensuring our physical and digital spaces are accessible; fostering support and responsiveness.

We will achieve this by:

- Reviewing curriculum development processes, fostering an inclusive learning environment for students; adopting an intersectional approach.
- Providing a digital environment that enables a positive and accessible experience for users.
- Reviewing inequities when accessing and navigating our building and learning

environments; striving to improve accessibility, diversifying content and promoting inclusive representation.

- Exploring opportunities to enhance learning resources and materials for all students, with a focus on improving accessibility, diversifying content and promoting inclusive representation.
- Exploring strategies to promote fairness and equitable treatment for both staff and students throughout the implementation, deployment, and consequences of artificial intelligence systems in the context of learning, research and work.
- Enhancing and strengthening cultural understanding between our people from diverse backgrounds.
- Effectively addressing and resolving issues, incidents and complaints to enable early resolution.
- Ensuring compliance with the Equality Act 2010 by ensuring compliant policies, procedures and processes are in place; aligned with best practice; placing equality, diversity and inclusion consideration at the centre of our decision making.

3. Our Community - Strengthen our links with the local community by forming inclusive partnerships, working on shared initiatives and collaborative projects; making a contribution to the wellbeing of our University and the local community by shared responsibility and meaningful connections.

We will achieve this by:

- Identifying and establishing effective collaborative working opportunities with underrepresented communities within the local area, bringing diverse perspectives and experiences that will enrich our learning and working environment.
- Encouraging active involvement of staff and students in our community by increasing volunteering engagement: aligning with key priorities outlined within the WU Civic Engagement Strategy.
- Working in partnership with employers and community organisations in line with our Employability Strategy fostering opportunities to enhance students employment skills.
- Collaborating with local healthcare providers to arrange health fayres on campus, offering free health check-ups, signposting and information on preventative healthcare.
- Exploring the possibility of forming a Community Advisory Board, including representatives from local organisations, businesses and residents to guide community engagement activity.

7. Monitoring and Reporting Progress

The University's Equality Action Group will regularly review advancements made in achieving the objectives outlined within this Strategic Equality Plan, along with the effectiveness of associated initiatives: with meetings scheduled on a quarterly basis for this purpose.

Using relevant benchmarking data to measure impact, progress will also be shared with our People and Culture Committee quarterly; with an annual update published.

The Board of Governors and Vice-Chancellor's Executive Team, under the guidance of the Equality, Diversity and Inclusion Action Group, actively drive the integration of equality consideration into decision making processes, fostering accountability throughout the Institution.

The duty to foster an inclusive environment, promote equal opportunities and address barriers faced by individuals whilst working and learning at the University lies with all staff and students.



8. Contact Details

Equality, Diversity & Inclusion at WU – EDI@wrexham.ac.uk

Wrexham University – wrexham.ac.uk

To access equality information relating to Wrexham University [click here](#).

If you require this document in a different format please contact:
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